



CHAPTER 2

ORGANIZATION

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CLIMATE



Overview

- **Terms and definitions**
- **The purpose of climate assessments and methods of employment**
- **The purpose and use of statistical data**
- **Methods for prevention of discrimination**
- **Methods for reporting inappropriate behavior**



Chain of Command

- **Primary and preferred method for addressing discriminatory practices**



Monitoring of Command Climate

- **Accomplished through concerned leadership and open responsive channels of communication**
- **Invaluable in assessing the cohesion of a command**



Discrimination Indicators

- **Increase in complaints**
- **Increase in incidents**
- **Prejudicial literature, signs, graffiti, etc.**
- **Derogatory clothing and tattoos**
- **Segregation**



Assessment Process

- **Desired outcome**
- **Scope and sequence of events**
- **Execution**
- **Results strategies**



Assessments

- **Valuable tool in determining command climate**
- **With-in 90 days of assuming command**
- **Survey types**
 - **DEOCS**
 - ✓ **Paper generated**
 - ✓ **On-Line**
 - ✓ **Combination of both**



Statistical Data

- **Appendix “A” of the EOM is the ideal tool to manage the EO environment**
 - **Part of the AIRS checklist for the unit EO program CGIP**



Communication / Information & Awards Programs

- **Channels of communication:**
 - **Indoctrination briefs**
 - **Leadership training**
 - **Bulletin boards**
- **Internal information and public affairs**
 - **Special emphasis observances**
 - **Public and internal media**
 - **Community relations**



Career Development / Assignment

- **Commanders ensure that discrimination is not a factor in screening processes**
- **Assignments are based on:**
 - **Grade**
 - **Occupational skill requirements**
 - **Performance**
 - **Needs of the Marine Corps**



Training

- **Primary means of implementing command EO objectives is through leadership training**
- **Training information resources**
 - **Videos**
 - **Class Outlines**
 - **Reading Material**
 - **Pamphlets**
 - **Posters**



Military Justice

- **Military justice / administrative separations performed free of discrimination**
- **Investigate discrimination within the judicial process**
- **Monitor disciplinary statistics**
 - **Refer to appendix A**



Terms & Definitions

- **Discrimination**

- **Illegal treatment based on:**
 - ✓ **Age**
 - ✓ **Color**
 - ✓ **Gender**
 - ✓ **Race**
 - ✓ **Religion**
 - ✓ **National origin**



Terms & Definitions

- **Elements Sexual Harassment:**
 - **Unwelcome**
 - **Sexual in Nature**
 - **Creates Hostile Work Environment**

Not to be confused with Sexual Assault, which is criminal.

Specific details are covered in a separate period of instruction.



Terms & Definitions

- **Sexual Assault:**
 - **Intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent.**
 - **Sexual assault includes rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact or fondling), or attempts to commit these acts.**
 - **Sexual assault can occur without regard to gender or spousal relationship or age of victim.**
- **Per DoD policy and MCO 1752.5, a report of sexual assault will be forwarded to the Criminal Investigators for investigation.**



Terms & Definitions

- **Racial Incident**
 - **Incident that involves members of two or more racial/ethnic groups**
 - **Support of known racist organizations or groups**
- **Significant Incident**



Preventing Discrimination

- **Be proactive**
 - **Investigate thoroughly**
 - **Address incidents**
 - **Training**
- **Publicize policy**
- **Publicize complaint procedures**
- **Refusing to condone**



Reporting Inappropriate Behavior

- **Informal (IRS)**
- **Formal (Request Mast)**
- **Recipients decision**
- **Forwarded complaints, commanders decide the method of resolution**



Discriminatory Practices On / Off Base

- **Use of base / unit facilities**
- **Off base facilities / housing**



Discrimination by Private Organizations

- **Prohibits using facilities**
 - **Use if facilities is prohibited**
 - **Off limits is justified**
 - **Reject participation**
 - **Full range of administrative procedures**
- **Association is permitted as long as it is not contrary to good order and discipline**



Summary

- **EO terms and definitions**
- **The purpose of climate assessments and methods of employment**
- **The purpose and use of statistical data**
- **Methods for prevention of discrimination**
- **Methods for reporting inappropriate behavior**